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NPIC/D-54-64
30 MAR 1964

MEMORANDUM FOR: Chief, Administrative Staff, DD/I

SUBJECT: Midcareer Program for the National Photographic Interpretation Center

REFERENCES: a. [REDACTED] dated 29 March 1963
b. DD/I N 18-1, dated 10 March 1964

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1. In complying with directions contained in reference b, the National Photographic Interpretation Center has considered carefully its responsibilities for initiating procedures and schedules to select IP Careerists as candidates for the Midcareer Training Program and to develop programs tailored to the individual needs of each candidate. Our revised Competitive Evaluation System provides annually for specific identification of those employees who clearly possess the potential to assume greater managerial responsibilities. These employees will comprise the group from which we will select NPIC nominees for the Program. A copy of the Photographic Intelligence Career Service Competitive Evaluation System is enclosed.

2. The IP Career Service Board completed the Competitive Evaluation of employees at the GS-14 level in general and identified several of them as deserving of a rating which is indicative of superior competence and an excellent potential for more responsible managerial assignments. We are currently conducting a Competitive Evaluation Review of all GS-13's and will make further selections for the Program from the best qualified individuals in that group.

3. The following procedures will be applicable in selecting and planning for NPIC Midcareer candidates:

a. Candidates will be identified and selected by the Career Service Board; such selections will be a function of the annual Competitive Evaluation Review of personnel at the appropriate grade levels.

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GROUP 1
Excluded from automatic
downgrading and
declassification

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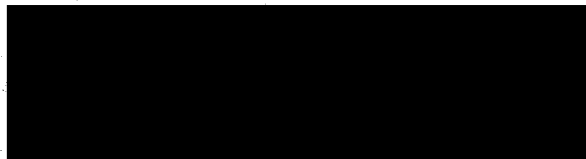
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b. Candidates' records will be thoroughly reviewed to determine internal and external training needs.

c. Internal and external reassignments will be fully considered.

d. A training program will be developed with each candidate, his supervisor and the Personnel and Training Officers.

e. NPIC Midcareer candidates plus appropriate planning data will be submitted to the DDI Midcareer Panel for review and approval.



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Executive Director
National Photographic Interpretation Center

Enclosure:
Copy of Competitive Evaluation System

Distribution:
Original & 1 - Addressee
2 - O/Dir/NPIC
2 - PB/AS/NPIC

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